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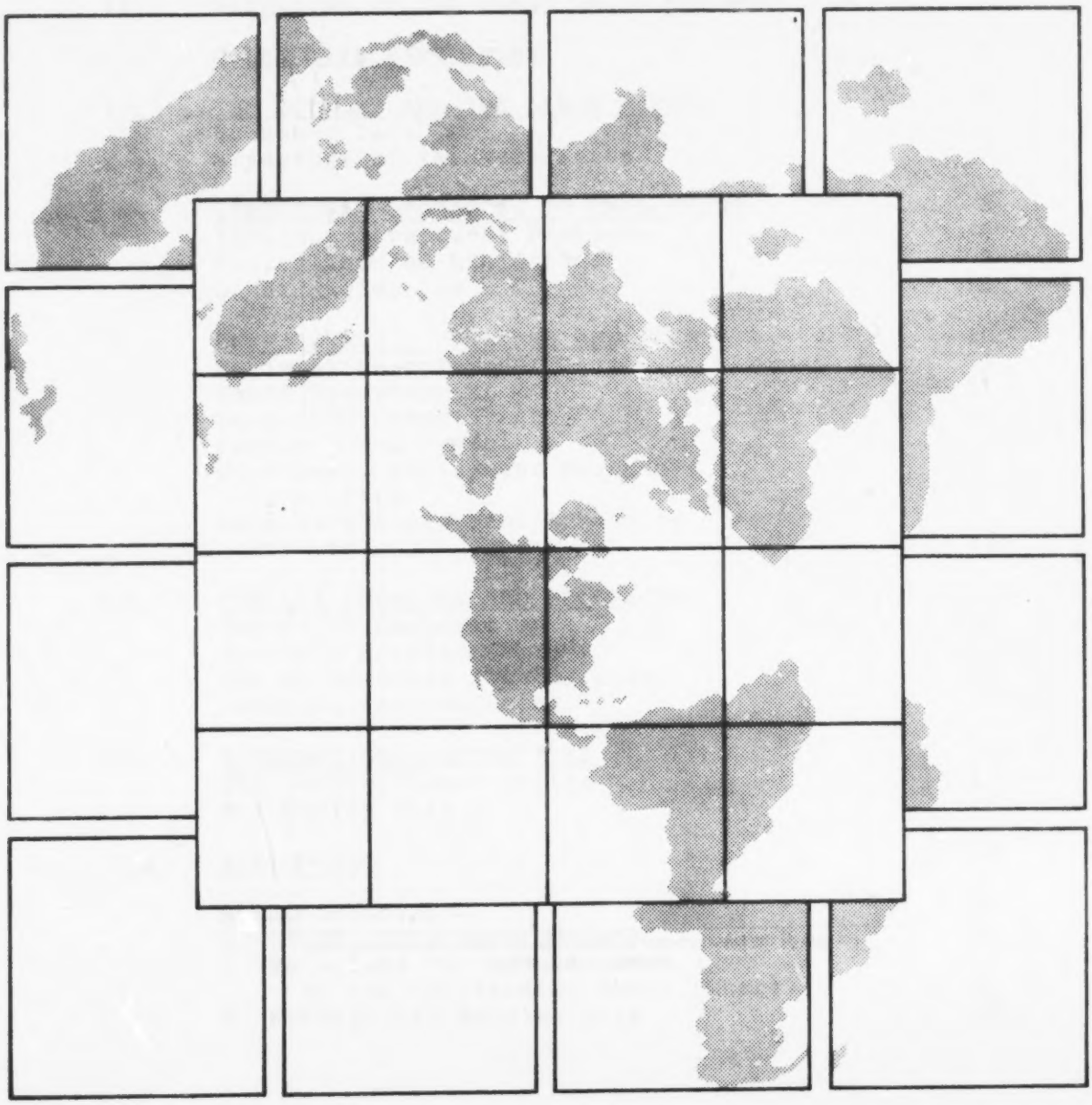

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FOREIGN LABOR TRENDS REPORT

Norway

(August 1987 - September 1988)

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LABOR TRENDS IN NORWAY

1987 - 1988

I. KEY LABOR INDICATORS

PER CAPITA GNP	$21,113 (1987)	
POPULATION, TOTAL (MILLIONS)	4.2 (1986)	
MAJOR ETHNIC GROUPS:	Germanic (Nordic, Alpine, Baltic)	
	Lapps 20,000 (1986)	
POPULATION GROWTH RATE	0.38% (1986)	
BIRTH RATE	12.1 per thousand (1984)	
	12.3 per thousand (1985)	
IN-MIGRATION BY ORIGIN:(1985)	Europe, total....	12,918
	Africa, total....	1,463
	America, total...	3,111
	Asia, total.....	4,186
	Oceania.....	174
OUT-MIGRATION BY DESTINATION:	Europe, total....	10,056
	Africa, total....	935
	America, total...	2,563
	Asia, total.....	1,304
	Oceania, total...	205
LIFE EXPECTANCY AT BIRTH (1984/85)	Total	77
	Male	73
	Female	80
ADULT LITERACY RATE	99%	
LABOR FORCE (Millions)(1987)	Civilian	2,126,000
	In industry	1,118,000
	In agriculture	139,000
	In services	864,000
UNEMPLOYMENT RATE	1.5% (1987)	
WORK-RELATED ACCIDENTS	25,040 (1987)	
WORK TIME LOST, INDUSTRIAL DISP.	12,905 man-days	
MINIMUM WAGE RATES	No minimum is mandated by law.	

AVGE. HRLY EARNINGS, ADULT MEN, 1987 ($1=6.3 kroner)

Mining and manufacturing, total	$11.75
Manufacturing	11.56
Metal mining	12.05
Private construction, total	13.00
Skilled workers	12.18
Unskilled workers	11.41
Longshoring	14.90
Printing, pub. and allied industries, total	15.41

AVG. HRLY EARNINGS BY MAJOR OCCUPATION:

Canning factory workers, average	$9.11
Beverage industry workers, average	11.63
Pulp and paper workers, average	10.92
Printing of newspaper workers, average	17.02
Skilled workers, mfr.of metal products, etc.	11.46
Aircraft repair workers	13.45

LENGTH OF WORK WEEK (MAXIMUM BY LAW): 37.5 hours (1986)
UNIONIZATION OF LABOR: (1986) 66% of all wage earners
AVGE. DISP. INCOME AFTER TAXES AND MANDATORY WITHHOLDING: (1985)

Curremcy rate:	Age	All Households
$1 = 6.70 Crowns	0 - 24	$14,413
	25 - 44	20,508
	45 - 64	22,314
	65 - 79	12,993
	80 -	8,399

RATE OF CHANGE IN CONSUMER PRICES: 8.7% between 1986-87.
TRADE WITH THE U.S. (1987) $1=6.3 Crowns:

Exports	$1.25 billion
Imports	1.56 billion

II. STRUCTURE OF THE TRADE UNION MOVEMENT

More than 2 million persons, over half of Norway's population, are working. Members of the work force who are considered "organizable" number about 1,827.000 (1986) and, in turn, some two-thirds of them are members of a trade union. Today, there are more Norwegians in the trade union movement than ever before. As a percentage of the total work force, however, little has changed over the last several years. About 66 percent of the work force was organized in 1958, which was about the same as now.

There are over 70 national unions in Norway with literally hundreds of union locals spread throughout the nation. Most unions are represented by one of four umbrella labor organizations in Norway. Thirty-nine national unions belong to the Norwegian Federation of Trade Unions (LO) with a total membership in 1987 of 785,617. Founded in 1899, the LO is Norway's oldest umbrella trade union body. Its members comprise two-thirds of all organized workers in Norway. The LO is a politically active institution with interests transcending the traditional agenda: wages, benefits and working conditions. Throughout its history, the LO has promoted "solidarity" and social democratic values in Norway and has been closely associated with the Norwegian Labor Party. The nature of the LO/Labor Party relationship is difficult to define precisely and is, in fact, a subject on which LO and Party members debate among themselves. The most significant ties are intangible and informal, but there is a formal liaison "Cooperation Committee" which meets weekly. In addition, several LO officers and presidents of unions affiliated to the LO belong to the Labor Party's Executive Board.

The LO is represented on the Cooperation Committee by its president, vice president, treasurer, and a president of one of LO's national unions. The Party is represented by its leader, deputy leader, secretary general, and one representative from the Labor Party group in Parliament. When the Labor Party is in power, the Prime Minister attends the weekly meetings on behalf of the Party. Additionally, the chairman of the LO/Labor Party joint labor/political committee also holds meetings.

Norwegian Professionals Association (AF) has a total membership of 144,108 persons in 37 national unions. AF members tend to have a high level of education, and many belong to a profession, e.g., university professors, lawyers, doctors, engineers, etc. About 39 percent are civil servants. AF

maintains good relations with the LO and the Confederation of Vocational Unions (YS) and, given its specialized membership, is not considered to be in competition with the other umbrella labor unions for membership.

YS, with about 131,700 members in 15 national unions, is the third largest umbrella trade union federation.

The Confederation has elected Jon Andersen as its new president. YS includes about 10 percent of all organized workers. YS is to some extent in direct competition with the LO as many of its members do the same type of work. This leads to competition for membership and, not surprisingly, to a number of ongoing disputes over jurisdictional lines at various work sites where workers belonging to LO and YS work side by side and bargain with the same employer. Nevertheless, in collective bargaining, the YS and the LO have some common interests. Both unions favor a more flexible retirement age, tax reform, and a shorter work week. (A shorter work week was made effective on January 1, 1987.)

The most fundamental difference between YS and LO is that the former is not linked to any one political party. Accordingly, YS emphasized collective bargaining with employers to secure higher wages, benefits, and better working conditions. It eschews ideological matters and endeavors to be pragmatic. Unlike the LO, the YS confines its activities to promoting the bread-and-butter interests of its members and does not campaign actively in support of causes or programs for the greater good of "society as a whole," but it is politically active on a non-partisan basis.

Finally, the Oil Operators Federation (OFS), consisting of only four unions and 4,500 members, is the smallest umbrella union in Norway. Despite its small size, however, OFS was once responsible for a disproportionately large share of what little labor unrest has occurred in Norway until 1985. The new and special nature of the work in the offshore oil fields has contributed to the independence and comparative militancy of the small oil workers unions. They are often willing to ignore Norwegian labor's tradition of subordinating local demands to the interests of society as a whole. Because of oil's importance to Norway, the government has almost always settled strikes by oil workers via compulsory arbitration.

There are 26 unions operating independently of the 4 umbrella federations outlined above. They include over 175,400 workers. The 2 largest independent unions, the teachers union and the nurses union respectively, have 57,250 and 35,000 members.

III. COLLECTIVE BARGAINING

In late February 1988, the LO, the Employers Association (NAF), and the Labor government met and agreed to cooperate on ways to restrain wages and prices in the face of the nation's worsening economic situation. Specifically, the three sides agreed that wage increases should be limited to five percent, and collective bargaining at the local level should be prohibited. In return, the Government promised to support lower interest rates on housing loans, a lower retirement age, and longer maternity leave. Management, as represented by the NAF, agreed that the contract could be reopened next year if the CPI increases by more than five percent. This understanding subsequently formed the basis of the new LO/NAF 2-year contract, which was signed on February 28. Knowing that this unprecedented tripartite cooperation would be virtually meaningless unless extended to all unions, the Labor government subsequently imposed the terms of the LO/NAF agreement on all other unions via legislation.

The legislation, submitted to parliament on March 11 under the rubric, "New Incomes Regulation Act," was approved in late April 1988. Its provisions are:

(1) One krone per hour raise for all workers;

(2) Cap of five percent overall on wage increases;

(3) Prohibition on subsequent collective bargaining at the local level;

(4) Provision to reopen the contract after April 1, 1989, if the CPI has risen by more than five percent;

(5) Reduction of home mortgage loan interest rates by 1 percent for borrowers under age 35 and for all first time home buyers;

(6) Reduction of minimum retirement age from 67 to 66 as of January 1, 1989, and to age 65 effective January 1, 1990;

(7) Lengthening of maternity leave from 20 to 22 weeks effective June 1, 1988, and to a total of 26 weeks beginning January 1, 1989;

(8) Strengthening the role of price directorate inspectors who will endeavor to block price increases above five percent which are not based on increases in costs;

(9) Limitation on dividends to 12 percent of share capital; and

(10) Proscription of increased compensation through such non-wage benefits as company cars, housing, free newspapers and telephones, etc.

In reality, the great majority of workers will only receive the one krone per hour raise--substantially less than five percent of their current income. The concept of "overhang" used in the Norwegian system for calculating wage increases means that gains won in the prior year count for part of current year gains ("overhang" is the average salary increase at the end of the year for the whole year, minus the average of the salary increases throughout the year). "Overhang" from 1987 is 3.4 percent, and the impact of the one krone per hour pay increase raises average incomes by an additional 1 percent overall, thereby giving most workers a nominal 4.4 percent wage "increase" for 1988. The remaining 0.6 percent allowable under the 5 percent pay cap will be used up in special supplements to select low income groups (bus drivers, cleaning ladies, etc.), i.e., it will bring the average for the nation's workers as a whole up to 5 percent even though most workers will not benefit. In American terms, therefore, the average worker will enjoy a wage increase of only one percent, which will mean a decline in purchasing power since inflation will be at least five percent this year.

Despite the fact that the LO's main governing body voted overwhelmingly in favor of the LO/NAF contract, opinion polls suggested that a majority of rank and file LO members opposed it. In turn, unions outside the LO were bitterly opposed to the Labor government's legislation, and they organized huge protest demonstrations on March 11, in which they were joined by large numbers of LO dissidents.

Despite such manifestations of unhappiness on the part of the rank and file, the Labor government's income policies prevailed, both because most trade union leaders appreciated the seriousness of Norway's economic problems and because opposition parties were unable to come up with viable alternatives in the face of an agreement and law backed by both the NAF and LO.

IV. THE ECONOMY AND THE LABOR MARKET

Economic Data:

The inflation rate for 1988 is expected to average 5.75 percent. In April, approximately 43,300 persons were unemployed. This is 12,200 more persons without work compared to April last year. The Norwegian Central Bureau of Statistics reported that the work force in 1987 numbered 2,126,000, an increase of 55,000 persons compared to 1986. The "organizable" part of the work force (generally wage earners) numbers about 1,710,000 persons (1,188,000 men--938,000 women).

Structure of the Work Force:

The labor force has grown substantially in the post-war years. In 1958, for example, the labor force totaled 1,056,000, compared to today's figure of 2,126,000--a 99 percent increase in just 28 years. Along with aggregate growth, the work force has undergone a number of basic changes. There is much greater specialization today, with attendant enhancement of training and education of workers. There are far more service workers and public sector workers, both in absolute terms and relative to the proportion of blue-collar workers.

To illustrate, in 1950 the labor force was evenly balanced between the primary, industrial, and service sectors of the economy. In 1980, the service sector contributed twice as much as the industrial sector to Norway's gross national product (GNP). The contribution of the service sector to the GNP in 1980 was twelve times that of the primary sector (this is attributed to changes in demand, international specialization, overproduction in agriculture, over harvesting in fisheries, and the simple fact that Norwegians can now allocate a much smaller part of their income to basic necessities). By 1983, two thirds of all wage earners worked in the service sector.

Since World War II, the number of official categories of "professions" has gone from 30 to more than 100. There are, for example, some 13 categories of nurses. This has important implications in terms of the impact education has on the employability of certain groups of workers and on the changing attitude toward the trade union movement.

The increasing role of women in the work force is another important trend worth following. Women collectively comprise 43 percent of the total work force. Eighty percent of total growth in employment between 1976 and 1984 is attributed to women entering the work force. Even reaching back to the

decade 1970-80, of the 320,000 jobs created in the Norwegian economy, 250,000 went to women. There is a strong emphasis on part-time work for women in Norwegian society. In 1984, for example, half of all working married women worked less than 30 hours per week.

Along with the demand for jobs for women comes equally strong pressure for more education. In 1980, approximately 84 percent of all girls graduating from high school applied for advanced education (compared to 77 percent of all boys). Also that year, 48 percent of all new students in the universities were women. Women continue to work at lower average salaries than men. This is attributable in part to the tendency for female university students to major in comparatively less marketable subjects. Most employment of women is in the public sector and in urban areas. There is a pronounced tendency for women to gravitate toward employment in what has traditionally been considered "women's jobs," e.g., nursing, teaching, etc. Even in jobs where women are in the majority, men usually supervise.

V. STRUCTURAL OBSTACLES TO EMPLOYMENT

The government's policy and the overall international economic situation have, of course, a great deal to do with job creation and employment in any nation. But there are structural rigidities peculiar to Norway.

Inherent Structural Problems:

There are two types of structural rigidities to consider: inherent and policy-induced. The first is reflected in the fact that Norway has a population of only 4 million persons, unevenly distributed over a vast area. Innovation and production for the domestic market, therefore, are often not economic. Norway's demographic situation also contributes to its inability to take full advantage of economies of scale. For example, 95 percent of Norwegian companies have fewer than 100 employees, and 80 percent have fewer than 20. There is a wide regional dispersion of companies, and there are many towns dependent on single industries. A shortage of specialized training and the dispersion of schools in Norway perpetuate the shortage of persons having essential industrial skills.

In addition to problems associated with demographic variables, the harsh weather, isolation, and rugged terrain contribute to high transportation and raw materials costs. Thus, it has been difficult for many companies to change over to new products, thereby foregoing the possibility of expanded

job opportunities. Cultural factors also play a role. The still prevalent extended family situation in Norway, regional loyalties, and the massive increase in employed wives are all factors which militate against mobility of the labor force.

Policy-Induced Rigidities:

Other structural rigidities are caused by certain managerial practices, governmental policies, and provisions of various labor laws, notably the Work Environment Act.

Norwegian managers are faced with many rules and costs associated with employment of full-time workers. They tend, therefore, to substitute more overtime work in place of opening new full-time positions, and there is an increasing proclivity to contract out work rather than having it done in-house.

Even Norway's oil wealth has been a mixed blessing in terms of job creation. The increased supply of money due to oil income has helped bid up the cost of labor. In turn, higher labor costs have led to noncompetitive pricing of Norwegian products and reduced availability of funding for investment, with attendant slower economic growth and slower growth in employment. Finally, there is the "Kuwaitization" problem, that is, as traditional industries decline while the new oil sector grows, Norway becomes ever more dependent on the oil sector for both income and job creation. Norway's attendant vulnerability has been demonstrated in recent years when the world price of oil fell sharply, forcing the government to raise taxes and retrench.

Contract terms vary widely among companies. Job security and many other benefits are mandated by law and enforced by government agencies, rather than negotiated between labor and management. Accordingly, the tendency is toward uniformity of regulations and benefits covering workers throughout Norway. Regulations covering working hours and conditions, and maternity leave, severance pay, vacation time, and a host of other benefits, are generous. Many Norwegians believe these benefits, some of which were won over the years by the efforts of the trade union movement, are worth the expense and trouble they entail to tax payers and business. Nevertheless, the government's role in labor-management relations in Norway imposes costs and complexities which appear to impact adversely on job creation.

The fact that many towns are dependent on a single industry has already been noted. Such industries are often subsidized by the government and encouraged to continue labor-intensive practices. The government's intention is not

merely to protect small communities from the hardships associated with the closing down of their only industry. It also reflects a policy decision by the government to maintain population levels in the northern parts of the country. This necessarily contributes, however, to the already serious lack of labor mobility. Without this policy, workers might be forced by circumstances to gravitate south to employment in economically self-sustaining enterprises, instead of remaining with subsidized companies. Strategic concerns, therefore, take precedence over economic considerations.

Other Rigidities:

Norway's educational system does not offer many of the types of courses demanded by the increasingly complex economy, although there are more courses today than 10 or 15 years ago. Secondly, the costs to the government for running the system is enormous, thus contributing to the high tax burden. Tuition, for example, is free in the colleges and universities, and students who must live away from home while attending a university usually qualify for a "borteboersstipend"--literally, a "living-away-from-home stipend." In addition, students can apply for low-interest government loans.

In addition to rigidities induced by government policies, it is also worth noting that certain government-sanctioned labor-management agreements contribute to high labor costs. Among these is the "Low Wage Fund." The Fund subsidizes wages so that each firm's employees earn at least 85 percent of the average wage for their respective industry. Since the employers may pay the greater share of the Fund, this represents in some industries a significant cost of doing business.

VI. UNEMPLOYMENT: PATTERNS AND TRENDS

Throughout the post-war years, Norway has enjoyed one of the lowest rates of unemployment in the world. Unemployment had never been a political issue on a national level until a new government came into power after the 1981 elections. From 1981 until late 1984, unemployment began to increase steadily and was an issue in the 1985 election campaign. Since then, however, the unemployment level has declined steadily.

TABLE 1

REGISTERED UNEMPLOYMENT

YEAR	ACTUAL	PERCENTAGE OF WORK FORCE
1981	28,438	1.7
1982	41,390	2.4
1983	63,549	3.8
1984	66,597	3.9
1985	51,419	3.0
1986	36,192	1.8
1987	32,391	1.5

The Central Bureau of Statistics estimated that unemployment (average) would be 2.5 percent in 1988 and more than 3 percent in 1989.

Regional Unemployment:

The impact of unemployment varies widely from one region of the country to the other. In the Oslo area, for example, unemployment has been virtually nil. Most of the burden of employment is felt in the north, with the highest level in the three northernmost counties. A comparatively high unemployment level has long been a fact of life in northern Norway, a region particularly susceptible to sharp seasonal fluctuations in the rate of employment, reflecting harsh climactic conditions and the kinds of industries operating in that region. Accordingly, northerners have tended to have lower expectations of the central government's ability to ameliorate the unemployment problem.

Youth Unemployment:

In April 1988, registered unemployment for persons under the age of 20 was 4,386, which was 1,476 more than during the previous April. The Norwegian economy must create approximately 30,000 new jobs each year between 1986 and 1990, when the pressure from the "baby boom" (which began in the 1960's) will have slackened.

Long-Term Unemployment:

Persons having been unemployed for 26 weeks or longer are officially classified as being "long-term" unemployed. At the start of this year, 8,115 persons were registered as having been out of work for more than 26 weeks. This represented 19 percent of the total registered unemployed in January 1988, compared with 7,960 or 19.2 percent in January 1987.

Elderly workers represent the largest proportion of long-term unemployed. This is primarily due to the fact that older workers often have less education and, when laid off, find it difficult to acquire new marketable job skills. Hence, the evermore technologically complex economy of Norway may be generating more long-term unemployment among older, less skilled workers.

Female Unemployment:

At present, 55 percent of all adult women are employed (77 percent of all men are employed).

TABLE 2

Percentage of Registered Unemployed Who are Women

1982	-	38.8
1983	-	35.7
1984	-	38.3
1985	-	42.0
1986	-	44.0
1987	-	43.0

Government Employment Measures: Short-Term:

The Government sponsors a number of programs to combat unemployment over the short term. These programs are grouped under the general rubric, "Labor Market Measures." In 1987, for example, 325 persons were on the national government's payroll working on public works projects (e.g., road building, clean-up crews, etc.), while counties and municipalities had an average of 84 persons on their payrolls for such work. This employment was initiated expressly for the purpose of creating jobs for specific unemployed persons--not to meet routine public needs. Persons so employed constituted about 5.1 percent of those participating in special employment measures in 1987.

In addition to public works projects, the government sponsors training courses. In 1987, approximately 2,345 persons took part in such courses, plus another 2,551 took part in various types of on-the-job training paid for by the government.

The following table illustrates participation over time in short-term special labor market measures:

TABLE 3

Labor Market Measures

Year	Annual Average No. Persons Participating
1981	16,922
1982	17,025
1983	27,523
1984	33,917
1985	35,936
1986	25,021
1987	17,814
1988	18,603 (January only)

Long-Term Employment Enhancing Efforts:

One worry of Norwegian labor experts is that the great majority of all new jobs created in the last 10 years has been in the public sector. Ultimately, there is a limit to the extent the government can continue to act as the primary source of new jobs. The best alternative, of course, is job creation as a natural by-product of greater economic growth and a more competitive position for Norwegian products in international markets. The various political parties disagree, however, on what economic policy the government should pursue to bring this about.

THE LO: PROBLEMS AND PROSPECTS

Membership in the Norwegian Federation of Trade Unions (LO) is now the highest it has ever been in its 86-year history. LO leaders, programs, and policies are covered extensively by the nation's news media. In 1982, a public opinion poll showed that Norwegians regarded the LO as the most powerful private institution in the country, and third in power overall, just behind the Parliament and the several government ministries serving the Prime Minister.

Despite these indications of LO's apparent size and influence, there has been much talk about problems which beset the Federation, and about the social and economic trends which might alter the LO's status in the future. The quadrennial LO congress in May 1985 was, in part, an occasion for taking stock. Also, a major study was released just before the

congress convened. It assessed the problems facing the Federation, and proposed various alternatives for taking corrective action (the report was compiled by FAFO, the LO think tank).

Impact of Competition:

In 1958, the LO with 545,520 members, represented 47.5 percent of the total work force, while 43.9 percent did not belong to a trade union. Only 8.6 percent of the work force belonged to AF, YS, or one of the independent unions. By 1983, LO membership had grown substantially, to 745,100, but LO represented only 35.8 percent of the total work force.

Unorganized workers constituted 44.2 percent of the work force, basically the same proportion as obtained 25 years earlier. The decline in LO's share of the work force, therefore, is due to the relatively faster growth of the other federations and independent unions. Looked at from another statistical perspective, in 1958 the LO represented 84.5 percent of all organized workers; by 1983, only 64.1 percent of Norway's trade unionists belonged to the LO. In short, any satisfaction LO leaders have with the increase in absolute membership numbers is tempered by the decline in LO's relative share of the labor force.

FAFO is about to release the latest report on the LO's membership problems. Preliminary word from FAFO is that the LO will decline in both absolute and relative size over the next 20 years. The following FAFO table shows the anticipated trend:

TABLE 4

YEAR	NO. OF WAGE EARNERS	%	LO'S SHARE	%	OTHER UNIONS	%	NOT ORGANIZED	%
1986	1,827,000	99	635,005	35	388,362	22	777,417	42
1996	2,028,000	100	630,022	31	506,241	25	891,401	44
2006	2,126,000	100	594,462	28	590,462	28	941,317	44

Specific Problems:

Originally, the LO membership was comprised primarily of blue-collar workers, many of whom had little formal education. A generally low level of job skills prevailed, and many workers held jobs in large, heavy industry enterprises (e.g., shipbuilding, mining, steel, etc.). Today, only one third of

LO members are employed in traditional blue-collar work. By AD 2000, probably only one sixth of the LO's members will be engaged in such work, according to the LO's research institute.

All AF unions, and the great majority of YS and independent unions, are oriented toward white-collar professional or service sector work. Many AF, and most YS members, are employed by the government. To a certain extent, therefore, it was inevitable that as the economy became increasingly service-oriented, AF and YS grew at a relatively faster pace than the LO. This trend is even more pronounced for young workers. The median age of LO workers, therefore, is significantly higher than that of non-LO trade unionists. Thus LO is in the difficult position of having to address the needs of its older membership, while concomitantly finding ways to entice younger workers into its ranks.

Recent opinion polls have shown that the more education a Norwegian has, the less he or she is apt to believe Norway is a society with marked distinctions in social class. Heretofore, membership in the LO was, to an extent, an expression of "working class solidarity." As the educational level of trade union members nationwide rises, there is an increased sense among them that Norway is basically an egalitarian society. This change in perception, along with increased specialization and proliferation of types of professions, has led to more "vocational" solidarity and less "class" solidarity according to FAFO. Even though the LO now has more service and government workers than blue-collar workers, the YS has benefited more from fading class distinctions.

Surveys have also pointed to a number of other problems for the LO. A comfortable majority of AF, YS, independent, and unorganized workers believe that the LO is not attentive to the interests of "well educated" Norwegians. For the LO, it is especially disappointing that 71 percent of independent union members and 68 percent of unorganized workers hold such views. A majority, even in the LO, believe that in large trade union federations, not enough attention is paid to the specific views of the separate national unions which comprise a federation.

Finally, the polls indicate that a majority--again, even among LO members--believe the LO is too closely affiliated with the Labor Party. Here the problem for the LO is how to demonstrate that it does not simply parrot Labor Party views while, at the same time, demonstrating its continuing commitment to social democratic principles.

It is clear that the LO must adapt to changing social and economic structures, and to different attitudes and expectations. But corrective action is also indicated in LO's internal administrative practices. Studies have shown that job changes by LO workers lead many of them to allow their membership in the LO to lapse.

The LO Examines Alternatives:

Perhaps the easiest remedial step the LO can take to meet disturbing trends is to take action to stem the loss of membership resulting from job relocation. FAFO has recommended that when an LO member leaves one work site for another job in a different locality, the LO union local at the member's new workplace should be notified by the losing union local. If the type of work has changed, the losing union local should endeavor to determine which type of union at the new workplace would be appropriate for the person who is relocating.

Studies have also shown that once in a union, workers tend to remain loyal to that union. Hence, "raiding" competing federations is not likely to be rewarding. Accordingly, the LO has determined that it should focus its recruiting efforts on unorganized workers, who represent 44 percent of the work force, and on young persons who are still in school and have not yet entered the job market. FAFO interviews of unorganized workers show that most are not opposed to union membership for themselves but have not joined a union because of practical difficulties (e.g., the dearth of information as to which local to join, the absence of an appropriate union in the particular workplace, etc.). FAFO found that two thirds of all unorganized workers had never belonged to a union. When asked by FAFO, "If you were to join a union, which one would it be?": 18 percent said they would join the LO and 17 percent preferred one of the other unions, but 37 percent were undecided (compared to 29 percent who said they would not join any union). Thus, the LO sees some fertile ground for recruiting among the unorganized.

The LO is also considering a "consciousness raising" campaign among the 250,000 high school students. A survey revealed that 65 percent of all high school students know very little, if anything, about unions (12 percent preferred the LO, 14 favored other unions, and 10 percent said they would never join a union). Youth, therefore, represent another target of opportunity for the LO.

Internal Restructuring:

In 1965, there were 40 national unions in the LO. In the 20 years since then, an additional 4 unions joined the LO. At the same time, however, mergers have brought the total number down to 34 unions. This September, the number will drop to 30 when the merger of 5 blue collar unions becomes effective. The five unions concerned are:

	MEMBERSHIP	PRESIDENT
Iron and Metal Workers	99,000	John Stene
Building Workers	53,000	Odd Isaksen
Paper Industry Workers	12,700	Rolf Hauge
Clothing Workers	12,100	Finn Nilsen
Forestry and Agriculture	7,400	Torstein Lund
TOTAL	194,200	

It has been decided that John Stene, the current president of the Iron and Metal Workers Union, will be the first president of the amalgamated union. Lars Skytoen, the well-known former president of the Iron and Metal Workers Union (who had stepped down to organize the new amalgamated union), will retire.

Kjell Martinsen, originally from the Building Workers, will be First Vice President, and Jens P. Hensen from the Pulp and Paper Workers will become Second Vice President. Trygve Johnsen of the Iron and Metal Workers will be the Treasurer, and Haakon Nielsen of the Building Workers will serve as the First Elected Secretary. The amalgamated union will be organized into five departments, one for each of the five formerly independent unions. Each department will be headed by the former president of the respective merged union.

Knut Arne Sanden, International Secretary for the Iron and Metal Workers, will become International Secretary for the amalgamated union.

Leaders of blue-collar unions have seen the steady rise in membership and influence of white-collar unions within the LO and the corresponding erosion of the relative influence of traditional industrial unions. Today, the LO has approximately 315,000 blue-collar union members compared to about 420,000

white-collar unionists, most of whom work in the public sector. By merging, therefore, these five industrial unions hope to save overhead costs while enhancing their influence within the Federation.

VIII. INTERNATIONAL ACTIVITIES

The LO is responsible for virtually all significant Norwegian trade union activities in the international field. The LO's international activities can be divided into three broad areas: first, efforts to influence both Norwegian public opinion and the Norwegian Government's policies on selected foreign affairs issues; secondly, education and funding of programs to assist struggling foreign trade union movements; and lastly, funding of humanitarian and development programs on a bilateral basis or in coordination with the Labor Party, the government, and various private aid organizations.

The International Office:

The LO's international policies and activities are shaped and directed mainly through the work of its International Office. The office is headed by the LO International Secretary. There is a Deputy Office Director (who also serves as an in-house expert on Latin America), and a number of other area specialists, plus secretaries and administrative assistants.

In addition to personnel working directly in the International Office, the LO has one person working in the ICFTU office in Indonesia.

The Chairman of LO's Solidarity Committee is the Federation's Vice President. The organization known as "Norwegian People's Aid" (NF) is engaged in humanitarian aid, both in Norway and abroad. The NF Executive Board is headed by a top LO official (an elected secretary), and the NF International Committee is headed by the LO International Secretary.

Solidarity Work:

The solidarity work in support of other trade union movements and political groups is conducted by the International Solidarity Committee of the Norwegian Labor Movement (AIS), with most funding coming from the Government's Development Assistance Agency (NORAD). AIS is comprised of the LO, the Labor Party, the Labor Youth League, the Norwegian People's Relief Association, and the Workers' Educational Association.

A 2-year LO/NORAD agreement expired at the end of 1987 and has been followed by a 5-year (1988-1992) agreement with a budget of 100 million kroner for the period.

As part of its solidarity work, the LO maintains a Trade Union School near Oslo where training of foreign trade unionists also takes place. In 1985, some 120 foreign students, many from Africa, Asia, and Central America, were trained at the school.

In addition to its work in conjunction with the ICFTU, NF and AIS, the LO had bilateral education programs with Jamaica, Portuguese, Egyptian, and Tanzanian labor unions.

A few of LO's national unions give token grants directly (i.e., not through LO Headquarters offices) to selected trade unions abroad.

Appendix D lists figures (provided by the LO International Office) of various foreign aid programs conducted by the Solidarity Committee of the Norwegian Labor Movement (AIS).

APPENDIX A

List of major offices and key personnel at the headquarters of the Norwegian Federation of Trade Unions (LO):

(major areas of responsibility are listed under each name)

PRESIDENT: Leif Haraldseth
- Income policy
- Industry policy, oil and energy
- International policy and solidarity work (AIS)
- Strategic planning
- External information

VICE PRESIDENT: Ole Knapp
- Municipal sector - contracts and agreements
- Education of trade union trustees
- Schools and education
- The Cartel of Oil Worker Unions
- LO's district offices
- Housing policy
- Trade unions-Labor Party political cooperation

ELECTED SECRETARIES:

Svein-Erik Oxholm - Main Treasurer
- Economy of the confederation
- Insurance policy
- Internal administration'
- Business activity and administration
- Advisory/committee of the LO's Executive Board
- Matters concerning the bylaws

Liv Buck - (Ms) 1st Secretary
- Cultural policy
- Social policy
- Matters concerning retirement pensions
- Relations with the National Association of Pensioners
- The Norwegian People's Relief Association

Yngve Hagensen
- The main agreement
- Matters concerning contracts - private sector
- The Low Wages' Fund
- Employment policy/labor market policy
- Matters concerning contract/cooperation agreement DKT

Jan Balstad

Industry policy
Work environment
Research
Industrial democracy
Working hours/shift work
Technology - The cartel of LO-affiliated air traffic unions

Tor Halvorsen

Died in 1987

Ester Kostol

Sector of national government employees
The Cartel of National Government Empl's unions-contracts
People and Defence (Folk og Forsvar)
Immigrant workers
Public policy concerning industries and trades
Equalization and family policy

Evy Buverud Pedersen

The Organizational Committee
Consumers' affairs
Criminal policy
Vacations and leisure time
LO's Youth Committee - ILO

APPOINTED CAREER SECRETARIES

Bjoern Kolby, Chief of Legal Affairs, Lawyer
Magne Nedregaard, Chief of Information
Juul Bjerke, Chief of Economic Department
Oistein Gulbrandsen, Chief of Research
Vidar Bjornstad, Personal Secretary to the LO President
Kaare Myrvold, Office Director
Thorstein L. Pedersen, Chief Auditor
Borre Pettersen, Chief of Environment Department
Kaare Sandegren, Chief of International Department
Knut Endreson, Section Chief
Eigil Altheim, Chief of Electronic Data Processing Department
Knut Nilsen, Chief of Personnel and Wages Department
Kay Olav Winther, School Secretary
Kjell Samuelsen, Social Secretary
Jan B. M. Stroemme, Oil Secretary
Arne Furubraaten, Secretary of Organization
Ms. Jorun Christensen, Equalization Secretary
A. Hase Morin, Youth Secretary
Jan Lajord, Youth Secretary

SPECIAL ORGANIZATIONS

- Workers Educational Association - Alf Frotjold, Director
  Norwegian Peoples Relief Association - Odd Wivegh, Director
  Workers Travel Association - Willy Janson, Director
  The LO National Association at Peoples Houses - Gunnar Andersen, Director
  The Samvirke Insurance Company (LO is Co-owner) - Thor Andreassen, Director
  The LO's bank, Landsbanken A/S - Jan Tore Berg-Knutsen, Director

APPENDIX B
List of National Unions in Norway
(Grouped by Federation)

UMBRELLA ORGANIZATION: LO - Norwegian Federation of Trade Unions
(Landsorganisasjonen i Norge - LO)

Number of national unions: 29
Total membership: 785,617

List of national member unions:

1. Norwegian National Union of Building Industry Workers.... 58,090
   (Norsk Bygningsindustriarbeiderforbund)
2. Norwegian National Union of Chemical Industry Workers.... 38,265
   (Norsk Kjemisk Industriarbeiderforbund)
3. Norwegian Union of Child Welfare Educators..... 1,300
   (Norsk Barnevernpedagogforbund)
4. Norwegian National Union of Clothing Workers..... 13,455
   (Bekledningsarbeiderforbundet)
5. Norwegian National Union of Commercial and Office Empl's. 60,815
   (Handel og Kontor i Norge)
6. Norwegian National Union of Electricians and Power..... 27,056
   Station Workers (Norsk Elektriker og Kraftstasjonsforbund)
7. Norwegian National Union of Food, Drink and Tobacco..... 34,653
   Workers (Norsk Naering og Nyt.mid.arb.forbund)
8. Norwegian National Union of Forestry and Agricultural.... 8,143
   Workers (Norsk Skog og Landarbeiderforbund)
9. Norwegian National Union of Military Officers..... 3,889
   (Norges Befalsforbund)
10. Norwegian National General Workers Union..... 38,964
    (Norsk Arbeidsmannsforbund)
11. Norwegian National Union of Government Employees..... 41,487
    (Norsk Tjenestemannslag)
12. Norwegian Graphical Workers Union..... 14,845
    (Norsk Grafisk Forbund)
13. Norwegian National Union of Hotel and Restaurant..... 16,683
    Workers (Hotell og Restaurantarbeiderforbundet)
14. Norwegian National Union of Iron and Metal Workers.....101,601
    (Norsk Jern og Matallarbeiderforbund)
15. Norwegian National Union of Labor Journalists..... 857
    (Arbeiderpartiets Presseforbund)
16. Norwegian National Union of Locomotivemen..... 2,467
    (Norsk Lokomotivmannsforbund)
17. Norwegian National Union of Municipal Employees.....172,789
    (Norsk Kommuneforbund)
18. Norwegian National Union of Musicians..... 1,948
    (Norsk Musikerforbund)
19. Norwegian Oil and Petroleum Workers Federation..... 5,138
    (Norsk Olje - og Petrokjemisk Fagforbund)

20. Norwegian National Union of Paper Industry Workers..... 13,478
(Norsk Papirindustriarbeiderforbund)
21. The Norwegian Union of Postal Employees..... 14,539
(Den Norske Postorganisasjon)
22. The Association of Postal Employees..... 12,895
(Norsk Postforbund)
23. Norwegian National Union of Prison Officials..... 1,723
(Norsk Fengselstjenestemannsforbund)
24. Norwegian National Union of Railwaymen..... 21,900
(Norsk Jernbaneforbund)
25. The National Union of School Employees..... 3,187
(Skolenes Landsforbund)
26. Norwegian National Union of Seamen..... 13,307
(Norsk Sjomannsforbund)
27. Norwegian Union of Social Workers..... 4,207
(Norsk Sosionomforbund)
28. Norwegian National Union of Supervisors and Technical.... 15,433
Employees (Norsk Forbund for Arbeidsledere og Tekniske Funksjonaerer)
29. The National Union of Telegraph and Telephone Empl's..... 12,931
(Norsk Tele Tjeneste Forbund)
30. The Union of Telegraph Men..... 4,145
(Den Norske Teleorganisasjon)
31. Norwegian National Union of Transport Workers..... 16,814
(Norsk Transportarbeiderforbund)
32. Norwegian National Union of Wood Workers..... 5,794
(Norsk Treindustriarbeiderforbund)
33. Norwegian Psychiatrical Nurses' Union..... 1,538
(Norsk Vernepleierforbund)

UMBRELLA ORGANIZATION: YS - Confederation of Vocational Unions
(Yrkesorganisasjonenes Sentralforbund)

Number of national unions: 15
Total membership: 131,739

List of national member unions:

1.	Norwegian Assurers Union (Norske Assurandorers' Forbund)	1,576
2.	National Bank Employees Union (Norske Bankfunksjonaerers Forbund)	30,000
3.	Norwegian Bus Transportation Workers Union (Norske Rutebilarbeideres Forbund)	4,813
4.	Civil Servants Agencies Employees Union (Embetsfunksjonaerenes Landsforbund)	6,715
5.	Norwegian National Union of Customs Officials (Norsk Tollerforbund)	1,687
6.	Civil Defence Employees National Union (Forsvarets Sivile Tjenestemenns' Landsforening)	3,849
7.	General Military Officers National Association (Befalets Fellesorganisasjon)	9,665
8.	Insurance Employees National Association (Forsikringsfunksjonaerenes Landsforbund)	5,854
9.	Municipal Employees National Union (Kommunale Funksjonaerers' Landsforbund)	25,649
10.	Federation of National Government Employees Unions (Statstjenestemannsforbundet)	14,697
11.	Norwegian Office Employees Union (Norges Funksjonaerforbund)	7,300
12.	Privately Employed Joint Organization (Privatansattes Fellesorganisasjon)	8,000
13.	Female Telecommunication Employees National Union (Kvinnelige Teletilsattes Landsforening)	6,000
14.	National Union of Personnel in Universities, Colleges and Research (Landsforbund for Universitets, Hogskole, og Forskningspersonell)	2,736
15.	Norwegian Helicopter Employees Union (Norsk Helikopteransattes Forbund)	408

UMBRELLA ORGANIZATION: AF - Confederation of Norwegian Professionals Association
(Akademikernes Fellesorganisasjon AF)

Number of national unions: 37
Total membership: 144,108

List of national member unions:

1.	Norwegian Union of Agricultural Academicians..... (Norsk Landbruksakademikeres Forbund)	3,996
2.	The Norwegian Air Traffic Controllers Association..... (Norsk Flygelederforining)	350
3.	The Architects Trade Association ..... (Arkitektenes Fagforbund)	1,542
4.	Union of Norwegian Broadcasting..... (Kringkastingsforeningen)	495
5.	Norwegian Business Administration Association..... (Norsk Bedriftsokonomisk Forening)	843
6.	Dispensing Chemists Association of Norway..... (Norges Apotekerforening)	395
7.	Norwegian Physical Chemists Union..... (Norsk Fysiokjemikerforbund)	2,854
8.	Norwegian Association of Clergymen and Catochists..... at the Norwegian Church (Den Norsk Kirkes Foeste og Katekat-fohening)	1,828
9.	Norwegian Union of Economists ..... (Norske Sivilokonomers' Forening)	7,016
10.	Norwegian Commercial Economists Association..... (Norske Handelsokonomers Forening)	225
11.	Commissioned Officers National Association..... (Krigsskoleutdannede Officerers' Landsforening)	837
12.	The Norwegian Dentists Association..... (Den Norske Tannlefeforening)	4,494
13.	The Official Driving and Motor Vehicle Association..... (Statens Bilsakkyndiges' Forening)	291
14.	Norwegian Economists Association..... (Norske Sosialokonomers' Forening)	1,001
15.	The Norwegian Engineering Colleges Association..... (Norsk Ingeniorhoyskolelag)	247
16.	The Norwegian Engineers and Technicians Association..... (Norges Ingeniororganisasjon)	32,031
17.	Norwegian Association of Civil Engineers..... (Norske Sivilingeniorers Forening)	20,992
18.	Coordinated Council for Folk High Schools..... (Samnemda for Folkehoyskolene)	824
19.	The Norwegian Union of Lawyers... ..... (Norges Juristforbund)	5,473
20.	The Group of State Librarians..... (Statsbibiliotekargruppen)	321

21.	The Norwegian Medical Association (Den Norske Laegeforening)	10,896
22.	The Pharmaceutical Association of Norway (Norges Farmasoytiske Forening)	1,672
23.	The County Police Sergeants Association of Norway (Norges Lensmannslag)	347
24.	Norwegian Association of Psychologists (Norsk Psykologforening)	1,705
25.	Norwegian Union of Researchers and Scientists (Norsk Forskerforbund)	4,164
26.	The Tax Auditor's Association (Skatterevisorenes Forening)	263
27.	Commercial School Teachers Union of Norway (Norges Handelslaererlag)	1,958
28.	The Norwegian Education Association (Norsk Undervisningsforbund)	18,426
29.	Norwegian Special Teachers Association (Norsk Spesiallaererlag)	1,266
30.	Norwegian Vocational Teachers Association (Norsk Faglaererlag)	7,221
31.	The Norwegian Teachers' Colleges Association (Norsk Laererhoyskolelag)	975
32.	The Norwegian Veterinarians Association (Den Norske Veterinaerforening)	1,453
33.	Supervising Employees Union at the Norwegian Wine Monopoly (Overordnede funksjonaerers' Forening ved Vinmonopolet)	257
34.	The Change in Land Ownership Candidates Association of Norway (Norges Jordskiftekandidatforening)	185
35.	School Administration Association (Skoleadministrasjonslaget)	389
36.	Political Scientists Vocational Association (Statsviternes Yrkesorganisasjon)	260
37.	The Foreign Affairs Association of AF (Utenrikstjenestens Forening av AF)	264

UNAFFILIATED (Independent) UNIONS

1.	Norwegian National Association of Actors (Norsk Skuespillerforbund)	499
2.	Norwegian Association of Air Pilots (Norsk Flygerforbund)	1,175
3.	Employees Association of Bank of Norway (Norges Banks Funksjonaerforbund)	1,618
4.	Norwegian Association of Stationary and Bookshop Employees (Norsk Bok og Papiransattes Forbund)	548
5.	National Association of Dairy People (Norske Meierifolks Landsforening)	1,277
6.	The Norwegian Deacons Association (Det Norske Diakonforbund)	546
7.	The Association of Accountants of Domestic Animals Inspection (Husdyrkontrollens Regnskapsforerlag)	485
8.	National Association of Hospital Administration (Helsetjenestens Administrasjonsforbund)	440
9.	Norwegian Association of Journalists (Norsk Journalistlag)	4,681
10.	The Norwegian Union of Maritime Engineers (Det Norske Maskinistforbund)	5,537
11.	Norwegian Association of Masters (Norges Skibsforerforbund)	3,572
12.	The Norwegian Mates Union (Norsk Styrmannsforening)	3,823
13.	The Norwegian Union of Midwives (Den Norske Jordmorforening)	596
14.	Norwegian Association of Auxiliary Nurses (Norsk Hjelpepleierforbund)	26,360
15.	Norwegian Union of Licensed Nurses (Norsk Sykepleierforbund)	35,882
16.	Norwegian Union of Pharmacy Technicians (Norsk Apotekteknikerforbund)	2,600
17.	Norwegian Union of Physiotherapists (Norske Fysioterapeuters Forbund)	4,620
18.	Norwegian Union of Policemen (Norsk Politiforbund)	5,451
19.	Norwegian Procurement Administrators Association (Norsk Innkjops-og Materialadministrasjonsforbund)	1,272
20.	The Norwegian Association of Sales Managers (Handelsbestyrerforbundet)	997
21.	Norwegian Union of Supervisors and Foremen (Norges Arbeidslederforbund)	12,036
22.	Norwegian Teachers Union (Norsk Laererlag)	57,246
23.	Norwegian Union of Translators (Norsk Oversetterforening)	240
24.	National Association of Travelling Salesmen (Norges Handelsreisendes Landsforbund)	2,500

25. Compositing Foremen's Union..... 157
(Norsk Faktorforening)
26. Norsk Hydro's Mercantile Association..... 1,240
(Norsk Hydro's Merkantile Forbund)

UMBRELLA ORGANIZATION: OFS - Oil Operators' Employees' Federation (Oljearbeidernes Fellessammenslutning)

Number of national unions: 4
Total membership: 4,500

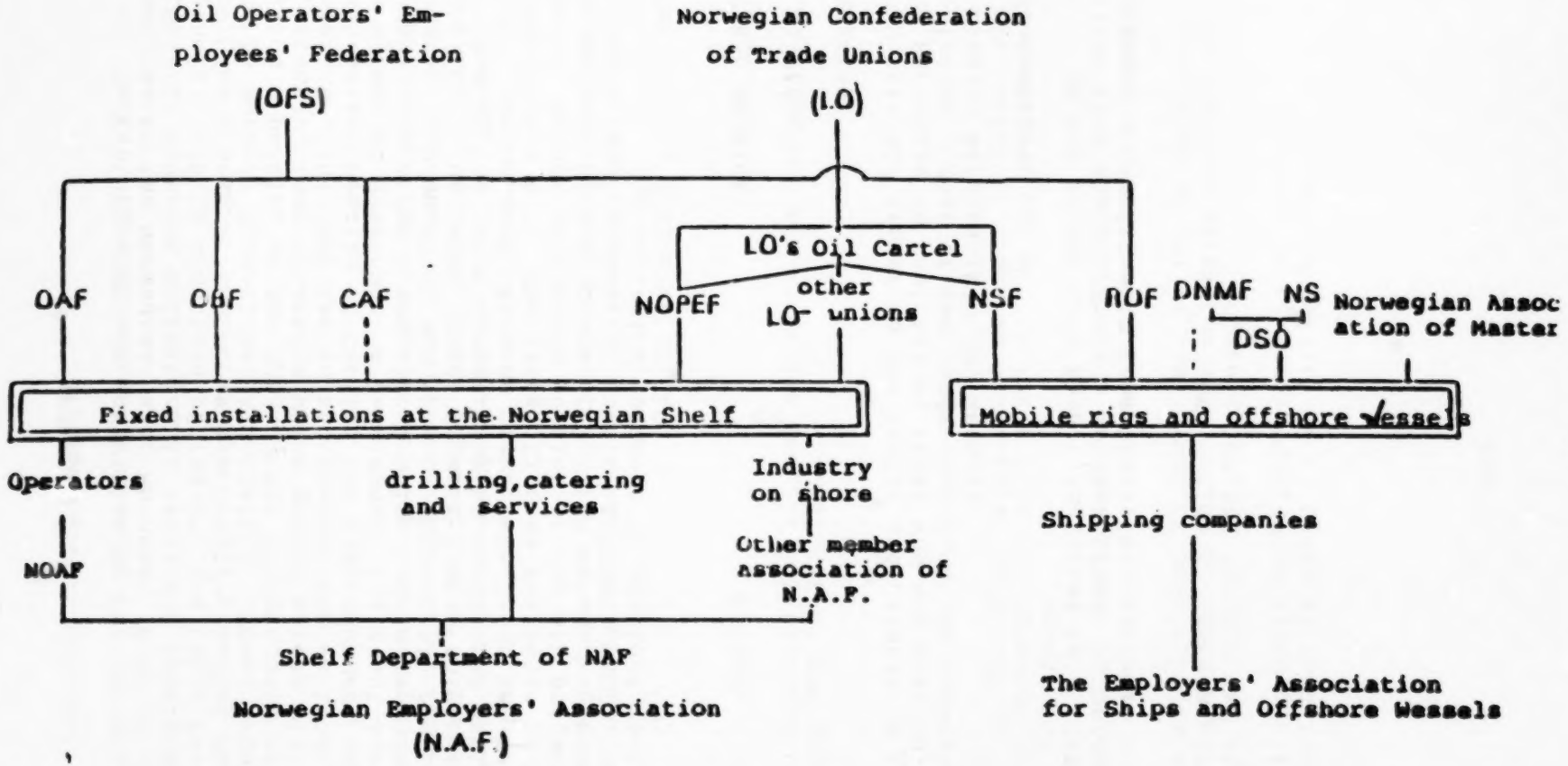
List of National Member Unions:

1. Catering Employees' Union
   (Cateringansattes Forbund - CAF)
2. Drilling Operators' Employees' Union
   (Oljeborernes Forbund - OBF)
3. Operators' Employees' Union
   (Operatoransattes Forbund - OAF)
4. Shipping Operators' Employees' Union
   (Rederiansatte Oljearbeideres Forbund - ROF)

English version

APPENDIX C

RELATIONS IN ORGANISATIONS AT THE CONTINENTAL SHELF
CHART OF ORGANIZATIONS



CAF – Catering Employees' Union
DNMF – Norwegian Union of Maritime Engineers
DSO – Cooperating organizations
NOFU – Norwegian White Collar Workers' Union*
NIF – Norwegian Association of Civil Engineers
NITO – The Norweg. Engineers and Technicians' Ass.
NOAF – Norwegian Employers' Association of Operators

NOPEF – Norwegian Oil and Petroleum Workers'
NS – Norwegian Mates' Union
OAF – Operators' Employees' Union
OBF – Drilling Operators' Employees' Union
OEK – The Oil and Energy Cartel*
ROF – Shipping Operators' Employees' Union

*) Not included in the chart.

APPENDIX D

Current foreign aid activities by the Solidarity Committee of the Norwegian Labor Movement (AIS) as of June 1988 (primarily covering activities in 1987) are provided in this appendix. AIS is comprised of the LO, the Labor Party, the Labor Youth League, the Norwegian People's Relief Association, and the Workers Educational Association. These organizations provide a portion of the funding for AIS projects but, more importantly, they determine which groups abroad will receive assistance, and they design and monitor the various projects. The greatest portion of funding for AIS, however, comes from the Norwegian Government's Development Assistant Agency (NORAD). In a few cases listed below, projects were arranged directly between NORAD and the LO, without AIS coordination. (Note: Previous Labor Trends Reports listed only assistance provided by the LO or directly by LO-affiliated national unions, even though, in some cases, the funds had been channeled through AIS. The latest figures available to us, however, do not show which portion of the AIS projects are administered by the LO and affiliated unions. Accordingly, the following funding programs are for AIS as a whole, except where indicated). The following document is provided courtesy of the International Office of the LO.

CENTRAL AMERICA:

El Salvador

Fenastras:

643,700 kroner to the family aid program in cooperation with Fenastras to families of those who are missing, killed or imprisoned. Most of the funds come from the Norwegian Ministry of Foreign Affairs (640,000 kroner).

Confenastras:

20,000 kroner have been transferred to a LO/NORAD project from the AIS Women's Movement Fund. (Confenastras is the Women's Committee in Fenastras).

The Mothers' Committee (Comrades)

The Labor Party's Women's Movement AIS-FUND	Kr.	100,000
From AIS.....		50,000
From the Ministry of Foreign Affairs.....		100,000
	Kr.	250,000

Nicaragua

The Farm Workers' Union ATC

AIS has appropriated 150,000 kroner for procurement of vehicles and spare parts, office equipment and material to the central organization of ATC to seven local sections. NORAD has granted one million kroner to the project. AIS has appropriated 55,000 kroner for completion of a children's camp in Nicaragua.

AIS has appropriated 10,000 kroner to defray expenses for a visit by a young Sandinista to a Norwegian youth camp.

CARIBBEAN

Support to PNP - Jamaica

AIS has appropriated 100,000 kroner to the Social Democratic Party PNP in Jamaica.

SOUTH AMERICA:

Chile

Seminar on Norwegian trade union movement in Chile: The Norwegian labor movement was also a subject in the seminar. AIS granted 3,000 kroner.

AIS granted 20,000 kroner for a tour to Chile by a journalist from Arbeiderbladit, the main labor daily in Norway.

AIS has appropriated 25,000 kroner to the oppositional newspaper Fortin Mapocho in Chile. The Norwegian Ministry of Foreign Affairs has granted 275,000 kroner.

AIS has appropriated 50,000 kroner to an election campaign project that is going to be carried out by CNT.

AIS has granted 50,000 kroner to the Institute for the New Chile for its summer school in January 1988 in Argentina.

AIS has appropriated 63,812 kroner for a meeting of the Chile Committee in November 1987.

Bolivia

AIS has granted 100,000 kroner to the trade union federation COB to help the organization acquire new offices. The project is in cooperation with the Norwegian People's Relief Association.

AIS has granted 105,000 kroner to the Social Democratic Party (MIP) in Bolivia in support of the municipal election campaign.

EUROPE:

Turkey

AIS has appropriated 10,000 kroner for a conference in Norway concerning human rights and democracy in Turkey arranged by the Solidarity Committee of the Turkish Culture and Solidarity Association of Norway.

Poland

AIS has granted 30,000 kroner to a summer stay in Norway for members of Solidarity. The association of local civil servants at the City Hall in Oslo was in charge of the arrangements.

The Poland Committee in Forde and Naustdal in Saogn and Fjordane Counties arranged training for Polish farm candidates. The training took place in Norway. AIS granted 25,000 kroner.

Czechoslovakia

AIS has appropriated 65,000 kroner to the publication "LISTY" in Czechoslovakia for 1987.

ASIA:

Afghanistan

The Afghanistan Committee is running a project in Afghanistan vaccinating children and building water pumps. The Norwegian Municipal Employees Union granted 100,000 kroner. The funds were channeled through AIS.

AFRICA:

Zimbabwe

AIS has granted 50,000 kroner to the Mine Workers' Union AMWZ in Zimbabwe to finance, in part, a supreme court trial concerning the representation rights of the union.

South Africa

AIS/LO has decided to cover parts of the expenditures of the working estimates of COSATU in cooperation with the trade union movements in the Nordic countries and in the Netherlands. Appropriations are as follows:

AIS-grant	kroner	50,000
"Action Freedom for South Africa"	kroner	300,000
Grants from unions	kroner	232,000
Grant from the Norwegian Ministry of Foreign Affairs	kroner	1,170,000
	kroner	1,752,000

Additionally, COSATU received 500,000 kroner from the Norwegian Ministry of Foreign Affairs in connection with the mine workers' strike (to be used for information and organization).

The Norwegian Society of Authors appropriated 20,000 kroner for the purpose of establishing a prize for literary work. The funds were channeled to COSATU through AIS.

AIS was visited by a delegation from COSATU in the period March 8 - 11, 1987. Expenditures, kroner 40,000, were paid by AIS.

ICFTU Projects in South Africa

AIS/LO participated in the ICFTU-Coordination Committee for South Africa. Support was given to 10 national unions. In 1987 1,320,000 kroner was spent for this purpose.

Labor Research Service

Labor Research Service is an office that has been established to furnish help to the trade union movement in connection with bargaining and other trade union support. The office is in Cape Town. In 1987 660,000 kroner was transferred to this office.

Commercial Catering and Allied Workers' Union of South Africa (CCAWUSA)

Members of CCAWUSA and employees of the undertaking, OK Bazar, struck at the end of 1986/beginning of 1987. Some of the AIS affiliated unions appropriated funds to the striking workers, and 74,000 kroner was channeled to the union through the International Federation of Commercial, Clerical, Professional and Technical Employees (FIET).

South African Railway and Harbor Workers' Union

Members of this union struck in summer/fall 1987. The National Norwegian Union of Locomotivemen granted 18,000 kroner to the striking workers. The funds were channeled through AIS.

African National Congress (ANC)

In 1987, AIS took part in an arrangement in connection with ANC's 75th anniversary in cooperation with the Joint Council for South Africa. AIS granted 7,000 kroner for this arrangement. The president of ANC, Oliver Tambo, visited AIS and LO April 26-28, 1987. The expenditures in connection with this visit were covered by AIS. A partial grant was also given by the Norwegian Ministry of Foreign Affairs. The Norwegian National Union of Chemical Workers granted 250,000 kroner to ANC. The Women's Movement of the Norwegian Labor Party granted 50,000 kroner to the Women's Movement of ANC. The funds were channeled through AIS. The Children's Organization of the Norwegian Labor Movement intends to launch a fund raising campaign in 1988 on behalf of the ANC Center for Mothers and Children in Lusaka. AIS granted 5,000 kroner for advance planning to make this campaign possible.

Fund Raising Campaign for the Benefit of Striking Workers in Namibia and South Africa

In connection with the conflict between National Union of Mine Workers (NUM) and the Chamber of Mines in South Africa in July and August 1987:

Appropriation from AIS.....	kroner	150,000
Appropriation from the General Workers' Union	kroner	90,000
Result of the fund raising campaign, December 31, 1987.....	kroner	409,000
	kroner	649,000

AIS has granted 50,000 kroner to the Norwegian Chapter of Amnesty International.

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